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FISCAL IMPACT STATEMENT

LS 6688

BILL NUMBER: HB 1083

NOTE PREPARED: Jan 28, 2014

BILL AMENDED: Jan 28, 2014

SUBJECT: Child Labor Law.

FIRST AUTHOR: Rep. Torr

FIRST SPONSOR:

BILL STATUS: CR Adopted - 1st House

FUNDS AFFECTED: X GENERAL
X DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: (Amended) The bill provides that a legal entity whose ownership is limited to the parents of an employed child or persons standing in place of the parent of an employed child is not subject to certain provisions of the child labor law.

The bill permits a child who is at least 14 years of age but less than 16 years of age to work: (1) until 9 p.m. on a night followed by a school day or until 10 p.m. on a night not followed by a school day, with parental permission on file with the employer; (2) until 11 p.m. from June 1 through Labor Day; and (3) up to four hours on a school day.

The bill authorizes a child between the ages of 16 and 17 to work until 11 p.m. on a school night if the employer has obtained written permission from the child's parent and placed the written permission on file in the employer's office.

The bill authorizes a child to work in an occupation designated as hazardous by the child labor provisions of the federal Fair Labor Standards Act of 1938 (FLSA) when the child is working for the child's parent or a person standing in the place of the child's parent on a farm owned or operated by the parent or person.

Effective Date: Upon passage; July 1, 2014.

Explanation of State Expenditures: (Revised) The bill impacts the state as an employer.

DOL: The bill's requirements are within DOL's routine administrative functions and should be able to be implemented with no additional appropriations, assuming near customary agency staffing and resource levels.

Impact of Bill on Child/Student Employees		
Provision	Current Law	New Law
Allowable Work Hours	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> May not work before 7 a.m. or after 7 p.m. <u>16-Year-Olds</u> May work until 10 p.m. on a night followed by a school day, with parental permission.	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> May not work before 7 a.m. or after 9 p.m. on a night followed by a school day. May not work before 7 a.m. or after 10 p.m. on a night not followed by a school day. Requires written parental permission agreeing to those hours, kept on file with the employer where the child is employed. <u>16-Year-Olds</u> May work until 11 p.m. on a night followed by a school day, with parental permission.
Allowable Work Hours from June 1 through Labor Day	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> May not work before 7 a.m. or after 9 p.m. 	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> May not work before 7 a.m. or after 11 p.m.
Total Maximum Hours Worked Per Day/Week	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> No more than 3 hours on a school day. No more than 18 hours in a school week. No more than 8 hours on a nonschool day. No more than 40 hours in a nonschool week. 	<u>14 & 15 Year Olds</u> <ul style="list-style-type: none"> No more than 4 hours on a school day. No more than 18 hours in a school week. No more than 8 hours on a nonschool day. No more than 40 hours in a nonschool week.
Hazardous Occupations	DOL shall prohibit a child less than 18 from working in an occupation designated as hazardous by FLSA.	Children may work in occupation designated as hazardous by FLSA if the child is working for the child's parent or person standing in the place of a child's parent on a farm owned or operated by the parent or person.

Explanation of State Revenues:

Explanation of Local Expenditures: The bill impacts local units as employers.

Explanation of Local Revenues:

State Agencies Affected: DOL; All.

Local Agencies Affected: All.

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